

**ORDINANCE NO. 49-420**  
**Non-exempt Salary**

**AN ORDINANCE PROVIDING FOR A UNIFORM SCHEDULE OF STANDARD PAY RANGES FOR NON-EXEMPT EMPLOYEES OF THE CITY OF WICHITA, REPEALING ORDINANCE NO. 49-383**

**BE IT ORDAINED BY THE GOVERNING BODY OF THE CITY OF WICHITA:**

**SECTION 1.** A schedule of standard pay ranges established for classifications in *Wichita Transit* represented by Teamsters Union Local #795, and in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS**

**December 22, 2012 - December 20, 2013**

Range	A	B	C	D	E	F	G
312	10.7827	11.0522	11.3284	11.6116	11.9019	12.1994	12.5044
314	12.2468	12.5530	12.8220	13.1886	13.5182	13.8562	14.2027
315	12.2468	12.5530	12.8220	13.1886	13.5182	13.8562	14.2027
316	12.7942	13.1140	13.4418	13.7779	14.1223	14.4753	14.8373
317	13.7098	14.0525	14.4038	14.7639	15.1329	15.5113	15.8991
320	15.7231	16.1162	16.5191	16.9320	17.3555	17.7893	18.2339

Range	H	I	J	K	L	M	N	O
312	12.8170	13.1374	13.4659	13.8026	14.1475	14.5014	14.8638	15.2354
314	14.5576	14.9217	15.2946	15.6770	16.0688	16.4708	16.8825	17.3046
315	14.5576	14.9217	15.2946	15.6770	16.0688	16.4708	16.8825	17.3046
316	15.2082	15.5884	15.9782	16.3777	16.7871	17.2067	17.6369	18.0778
317	16.2968	16.7040	17.1216	17.5496	17.9884	18.4380	18.8991	19.3715
320	18.6898	19.1570	19.6361	20.1268	20.6299	21.1458	21.6745	22.2163

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**SECTION 2.** A schedule of standard pay ranges established for classifications for *temporary, seasonal and/or intermittent* positions that are City employees and treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS  
December 22, 2012 - December 20, 2013**

Range	A	B	C	D	E	F	G
<b>405</b>	7.2500	7.4313	7.6170	7.8075	8.0026	8.2027	8.4078
<b>406</b>	8.1934	8.3982	8.6083	8.8234	9.0440	9.2701	9.5019
<b>407</b>	8.5051	8.7177	8.9357	9.1591	9.3881	9.6228	9.8634
<b>408</b>	8.8359	9.0568	9.2832	9.5154	9.7532	9.9970	10.2470
<b>409</b>	9.1966	9.4265	9.6622	9.9038	10.1513	10.4051	10.6652
<b>410</b>	9.5741	9.8135	10.0587	10.3103	10.5680	10.8322	11.1030
<b>411</b>	9.9562	10.2051	10.4602	10.7218	10.9898	11.2645	11.5462
<b>412</b>	10.3837	10.6433	10.9093	11.1820	11.4617	11.7481	12.0419
<b>414</b>	11.2868	11.5690	11.8582	12.1547	12.4586	12.7700	13.0893
<b>415</b>	11.7898	12.0845	12.3866	12.6963	13.0137	13.3390	13.6726
<b>416</b>	12.3154	12.6233	12.9389	13.2624	13.5939	13.9337	14.2820
<b>417</b>	12.8746	13.1965	13.5264	13.8646	14.2112	14.5665	14.9307

Range	H	I	J	K	L	M	N	O
<b>405</b>	8.6180	8.8334	9.0543	9.2806	9.5126	9.7504	9.9942	10.2441
<b>406</b>	9.7394	9.9829	10.2325	10.4883	10.7505	11.0193	11.2947	11.5771
<b>407</b>	10.1100	10.3626	10.6218	10.8873	11.1595	11.4385	11.7245	12.0175
<b>408</b>	10.5032	10.7658	11.0348	11.3108	11.5936	11.8833	12.1805	12.4849
<b>409</b>	10.9319	11.2052	11.4853	11.7724	12.0667	12.3685	12.6776	12.9945
<b>410</b>	11.3806	11.6651	11.9567	12.2556	12.5620	12.8761	13.1980	13.5280
<b>411</b>	11.8349	12.1307	12.4340	12.7449	13.0675	13.3900	13.7248	14.0679
<b>412</b>	12.3429	12.6515	12.9678	13.2920	13.6243	13.9649	14.3140	14.6719
<b>414</b>	13.4165	13.7519	14.0957	14.4481	14.8093	15.1795	15.5590	15.9480
<b>415</b>	14.0143	14.3648	14.7238	15.0919	15.4692	15.8559	16.2524	16.6587
<b>416</b>	14.6392	15.0051	15.3802	15.7647	16.1588	16.5629	16.9769	17.4013
<b>417</b>	15.3039	15.6865	16.0787	16.4806	16.8926	17.3149	17.7478	18.1915

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**SECTION 3.** A schedule of standard pay ranges established for positions in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS**  
**December 22, 2012 - December 20, 2013**

Range	A	B	C	D	E	F	G
602	7.6958	7.8883	8.0855	8.2876	8.4948	8.7072	8.9248
606	8.3983	8.6082	8.8235	9.0440	9.2701	9.5019	9.7394
607	8.7178	8.9357	9.1591	9.3881	9.6228	9.8634	10.1100
608	9.0568	9.2832	9.5153	9.7533	9.9970	10.2470	10.5032
609	9.4265	9.6622	9.9037	10.1513	10.4051	10.6652	10.9319
610	9.8135	10.0588	10.3102	10.5680	10.8322	11.1030	11.3806
611	10.2051	10.4602	10.7217	10.9899	11.2646	11.5462	11.8349
612	10.6433	10.9094	11.1820	11.4616	11.7482	12.0418	12.3430
613	11.0875	11.3646	11.6487	11.9399	12.2384	12.5444	12.8580
614	11.5690	11.8582	12.1547	12.4585	12.7700	13.0892	13.4165
615	12.0845	12.3867	12.6963	13.0137	13.3391	13.6725	14.0144
616	12.6233	12.9389	13.2624	13.5939	13.9337	14.2821	14.6391
617	13.1965	13.5264	13.8646	14.2112	14.5665	14.9306	15.3039
618	13.8053	14.1504	14.5042	14.8668	15.2385	15.6194	16.0098
619	14.4508	14.8120	15.1824	15.5620	15.9510	16.3497	16.7585
620	15.1185	15.4965	15.8839	16.2810	16.6880	17.1052	17.5328
621	15.8527	16.2491	16.6552	17.0716	17.4985	17.9358	18.3843
622	16.6192	17.0347	17.4605	17.8971	18.3445	18.8031	19.2732
623	17.4251	17.8607	18.3072	18.7649	19.2340	19.7149	20.2078
624	18.2927	18.7501	19.2189	19.6993	20.1918	20.6966	21.2140
625	19.2038	19.6839	20.1760	20.6804	21.1974	21.7273	22.2705
626	20.1706	20.6749	21.1918	21.7216	22.2646	22.8213	23.3919
627	21.1956	21.7255	22.2686	22.8254	23.3959	23.9808	24.5804

Range	H	I	J	K	L	M	N	O
602	9.1480	9.3766	9.6111	9.8514	10.0977	10.3500	10.6088	10.8741
606	9.9829	10.2325	10.4883	10.7505	11.0193	11.2947	11.5770	11.8665
607	10.3627	10.6217	10.8873	11.1595	11.4385	11.7244	12.0176	12.3179
608	10.7658	11.0349	11.3107	11.5935	11.8834	12.1804	12.4850	12.7970
609	11.2052	11.4853	11.7725	12.0667	12.3684	12.6777	12.9946	13.3194
610	11.6651	11.9567	12.2556	12.5620	12.8760	13.1980	13.5280	13.8661
611	12.1307	12.4339	12.7448	13.0635	13.3900	13.7247	14.0679	14.4196
612	12.6515	12.9678	13.2920	13.6243	13.9649	14.3140	14.6719	15.0386
613	13.1795	13.5089	13.8466	14.1928	14.5477	14.9113	15.2841	15.6662
614	13.7519	14.0957	14.4481	14.8093	15.1795	15.5590	15.9480	16.3467
615	14.3647	14.7239	15.0919	15.4692	15.8559	16.2523	16.6587	17.0752
616	15.0051	15.3802	15.7647	16.1588	16.5628	16.9769	17.4013	17.8364
617	15.6865	16.0787	16.4806	16.8926	17.3149	17.7478	18.1915	18.6463
618	16.4101	16.8204	17.2409	17.6719	18.1137	18.5665	19.0307	19.5065
619	17.1774	17.6069	18.0470	18.4982	18.9607	19.4347	19.9206	20.4186
620	17.9712	18.4205	18.8810	19.3530	19.8369	20.3327	20.8410	21.3621
621	18.8439	19.3150	19.7979	20.2928	20.8002	21.3201	21.8531	22.3994
622	19.7550	20.2489	20.7551	21.2740	21.8058	22.3510	22.9098	23.4825
623	20.7130	21.2308	21.7616	22.3056	22.8633	23.4348	24.0206	24.6212
624	21.7444	22.2880	22.8452	23.4163	24.0017	24.6018	25.2168	25.8472
625	22.8273	23.3980	23.9829	24.5825	25.1970	25.8270	26.4727	27.1345
626	23.9766	24.5760	25.1904	25.8202	26.4657	27.1273	27.8055	28.5006
627	25.1949	25.8248	26.4704	27.1322	27.8105	28.5058	29.2184	29.9488

**SECTION 4.** A schedule of standard pay ranges established for ***Airport Safety*** positions in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS**

**Effective December 22, 2012 – December 20, 2013**

Range	A	B	C	D	E	F	G
691*							
24 Hour Shift	12.6619	12.9784	13.3029	13.6355	13.9764	14.3258	14.6839
40 Hour Week	17.7266	18.1698	18.6240	19.0896	19.5668	20.0560	20.5575
692*							
24 Hour Shift	13.9280	14.2763	14.6332	14.9991	15.3739	15.7584	16.1522
40 Hour Week	19.4992	19.9867	20.4865	20.9986	21.5235	22.0616	22.6132

Range	H	I	J	K	L	M	N	O
691*								
24 Hour Shift	15.0510	15.4273	15.8130	16.2084	16.6135	17.0288	17.4544	17.8908
40 Hour Week	21.0714	21.5982	22.1382	22.6915	23.2588	23.8404	24.4363	25.0472
692*								
24 Hour Shift	16.5561	16.9700	17.3942	17.8292	18.2749	18.7317	19.1999	19.6800
40 Hour Week	23.1786	23.7580	24.3519	24.9608	25.5848	26.2243	26.8799	27.5520

Hourly rates in this pay range that are designated “24-Hour Shift” are for ***Airport Safety*** positions assigned to work 24-hour shifts with schedules based on a 27-day work period. The rates designated “40-Hour Week” are provided to accommodate the need to assign an employee in a position classification assigned to one of these ranges to a duty requiring that work be performed during a 40-hour per week schedule.

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**SECTION 5.** A schedule of standard pay ranges established for commissioned and non-commissioned positions in the ***Police Department*** that are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS**  
**December 22, 2012 – December 20, 2013**

Range	A	B	C	D	E	F	G
710	15.4364	15.8223	16.2179	16.6233	17.0389	17.4649	17.9015
711	16.3615	16.7705	17.1897	17.6195	18.0599	18.5115	18.9743
712	17.4164	17.8517	18.2980	18.7556	19.2244	19.7050	20.1977
714	18.6637	19.1302	19.6085	20.0987	20.6012	21.1162	21.6441
722	19.6536						
723	20.5797	21.0942	21.6214	22.1620	22.7160	23.2840	23.8661
724	22.6094	23.1746	23.7540	24.3478	24.9565	25.5805	26.2199
725*	24.8636	25.4851	26.1222	26.7752	27.4447	28.1308	28.8340
727*	---	---	---	---	---	30.0090	30.7593

Range	H	I	J	K	L	M	N	O
710	18.3490	18.8078	19.2780	19.7599	20.2539	20.7603	21.2793	21.8112
711	19.4487	19.9349	20.4333	20.9441	21.4676	22.0044	22.5545	23.1184
712	20.7026	21.2202	21.7506	22.2944	22.8517	23.4231	24.0087	24.6089
714	22.1852	22.7398	23.3083	23.8910	24.4883	25.1005	25.7280	26.3713
722								
723	24.4627	25.0743	25.7011	26.3437	27.0023	27.6773	28.3693	29.0785
724	26.8755	27.5473	28.2360	28.9419	29.6654	30.4071	31.1673	31.9465
725*	29.5549	30.2938	31.0511	31.8274	32.6231	33.4386	34.2747	35.1315
727*	31.5283	32.3166	33.1243	33.9525	34.8012	35.6712	36.5630	37.4771

\*Hourly rates in this pay range are for law enforcement positions assigned to work a 42.5-hour per week schedule

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS**  
**December 21, 2013 – December 20, 2014**

Range	A	B	C	D	E	F	G
710	15.6679	16.0596	16.4612	16.8726	17.2945	17.7269	18.1700
711	16.6069	17.0221	17.4476	17.8838	18.3308	18.7892	19.2589
712	17.6776	18.1195	18.5725	19.0369	19.5128	20.0006	20.5006
714	18.9436	19.4172	19.9026	20.4001	20.9102	21.4330	21.9688
722	19.9484						
723	20.8884	21.4106	21.9458	22.4944	23.0568	23.6333	24.2241
724	22.9486	23.5222	24.1103	24.7130	25.3308	25.9642	26.6132
725*	25.2365	25.8674	26.5140	27.1769	27.8563	28.5528	29.2666
727*	---	---	---	---	---	30.7593	31.5282

Range	H	I	J	K	L	M	N	O
710	18.6243	19.0899	19.5672	20.0563	20.5577	21.0717	21.5985	22.1384
711	19.7404	20.2339	20.7398	21.2582	21.7896	22.3344	22.8928	23.4651
712	21.0131	21.5385	22.0769	22.6288	23.1945	23.7744	24.3688	24.9780
714	22.5180	23.0809	23.6580	24.2494	24.8557	25.4770	26.1139	26.7669
722								
723	24.8296	25.4505	26.0866	26.7388	27.4073	28.0925	28.7948	29.5147
724	27.2786	27.9605	28.6595	29.3760	30.1104	30.8632	31.6348	32.4256
725*	29.9982	30.7482	31.5169	32.3048	33.1125	33.9402	34.7888	35.6585
727*	32.3166	33.1243	33.9525	34.8012	35.6713	36.5630	37.4771	38.4141

\*Hourly rates in this pay range are for law enforcement positions assigned to work a 42.5-hour per week schedule

**SECTION 6.** A schedule of standard pay ranges established for commissioned positions in the **Fire Department** in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**December 22, 2012 – December 20, 2013**

Range	A	B	C	D	E	F	G	
821	17.1012	---	---	---	---	---	---	
824	21.5709	22.1102	22.6629	23.2295	23.8102	24.4055	25.0156	
827* 24 Hr.	17.0834	17.5104	17.9482	18.3969	18.8568	19.3283	19.8115	
827* 40 Hr.	23.9167	24.5147	25.1275	25.7557	26.3996	27.0596	27.7361	
891* 24 Hr	13.9409	14.2895	14.6467	15.0129	15.3882	15.7729	16.1672	
891* 40 Hr	19.5173	20.0052	20.5054	21.0180	21.5435	22.0820	22.6341	
892* 24 Hr	15.4078	15.7930	16.1878	16.5925	17.0073	17.4325	17.8683	
892* 40 Hr.	21.5709	22.1102	22.6629	23.2295	23.8102	24.4055	25.0156	
893* 24 Hr.	17.0834	17.5104	17.9482	18.3969	18.8568	19.3283	19.8115	
893* 40 Hr.	23.9167	24.5146	25.1275	25.7557	26.3996	27.0596	27.7361	
Range	H	I	J	K	L	M	N	O
821	---	---	---	---	---	---	---	---
824	25.6410	26.2820	26.9391	27.6126	28.3029	29.0104	29.7357	30.4791
827* 24 Hr.	20.3068	20.8144	21.3348	21.8682	22.4149	22.9752	23.5496	24.1383
827* 40 Hr.	28.4295	29.1402	29.8687	30.6154	31.3808	32.1653	32.9695	33.7937
891* 24 Hr	16.5714	16.9857	17.4103	17.8456	18.2917	18.7490	19.2177	19.6982
891* 40 Hr	23.2000	23.7800	24.3745	24.9838	25.6084	26.2486	26.9048	27.5775
892* 24 Hr	18.3150	18.7729	19.2422	19.7233	20.2163	20.7217	21.2398	21.7708
892 *40 Hr.	25.6410	26.2820	26.9391	27.6126	28.3029	29.0104	29.7357	30.4791
893* 24 Hr.	20.3068	20.8144	21.3348	21.8682	22.4149	22.9752	23.5496	24.1383
893* 40 Hr.	28.4295	29.1402	29.8687	30.6154	31.3808	32.1653	32.9694	33.7937

\*Hourly rates in this pay range that are designated “24-Hour Shift” are for fire protection positions assigned to work hour shifts with schedules based on a 27-day work period. The rates designated “40-Hour Week” are provided to accommodate the need to assign an employee in a position classification assigned to one of these ranges to a duty requiring that work be performed during a 40-hour per week schedule.

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**SECTION 7.** A schedule of standard pay ranges established for professional positions in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS  
December 22, 2012 – December 20, 2013**

Range	A	B	C	D	E	F	G
925	18.0298	18.4805	18.9425	19.4161	19.9015	20.3990	20.9090
926	20.1706	20.6749	21.1919	21.7217	22.2647	22.8212	23.3919
927	21.1956	21.7255	22.2686	22.8254	23.3959	23.9808	24.5803
928	22.2554	22.8119	23.3822	23.9668	24.5659	25.1800	25.8094
929	23.3683	23.9524	24.5512	25.1649	25.7941	26.4391	27.0999

Range	H	I	J	K	L	M	N	O
925	21.4317	21.9675	22.5167	23.0796	23.6566	24.2480	24.8542	25.4756
926	23.9772	24.5760	25.1904	25.8202	26.4657	27.1273	27.8055	28.5006
927	25.1949	25.8248	26.4704	27.1322	27.8105	28.5057	29.2183	29.9488
928	26.4548	27.1161	27.7940	28.4889	29.2012	29.9312	30.6794	31.4464
929	27.7775	28.4718	29.1837	29.9133	30.6612	31.4277	32.2133	33.0187

**SECTION 8. Other Provisions**

- a. Unless otherwise indicated in the schedule contained in Sections 1 through 8 above, the pay ranges enumerated in said Sections shall constitute the total pay received by employees, subject to the following exceptions:
- (1) Commissioned officers of the Police Department who are required to wear uniforms while on duty will be issued a complete uniform. All uniform items issued under the uniform program shall remain the property of the City of Wichita.
  - (2) Commissioned Police Department Personnel, as well as Traffic Safety Officers, Warrant Officers, Station Clerks, and Crime Scene Investigators shall be allowed up to a maximum of \$700.00 in department credit or vouchers for replacement of uniforms and/or civilian attire in accordance with departmental policy. Uniformed employees may expend up to \$350.00 of the allowance for civilian attire each year. This provision applies below the rank of Deputy Police Chief. It does not apply to civilianized positions that are not required to be in uniform.
  - (3) All members of the Reserve Police Force may, at the discretion of the City Manager, be paid up to but not exceeding the sum of \$60.00 per year, in accordance with the clothing maintenance and allowance program promulgated and administered by the City Manager, which program may be revised and amended.
  - (4) Commissioned officers of the Fire Department who are required to wear uniforms while on duty will be paid up to but not exceeding the additional sum of \$650.00. This provision applies to positions below the rank of Deputy Fire Chief.  
  
Protective clothing will be furnished to such members of the Fire Department as may be designated by the Director of the Department. Protective clothing shall include bunkers, coats, boots, and any other items that the City Manager may authorize.
  - (5) Uniforms may be prescribed for employees in positions whose duties bring them in frequent contact with the public. Department directors may acquire, with approval of the City Manager, uniforms within budgeted amounts.

- (6) Service Officers, Security Screeners and Security Officers in the Police Department shall be allowed up to a maximum of \$450.00 in department credit or vouchers for replacement of uniforms in accordance with Departmental Policy. No allowance shall be paid in the year of initial uniform issue or any subsequent year in which all new uniforms are issued.

The City Manager may approve an annual uniform allowance or credit vouchers up to a maximum of \$125.00 for other noncommissioned City employees required to wear a standardized uniform in the performance of their assigned duties. The allowance will vary depending upon the actual costs of replacing different kinds of uniforms and departmental policy. The City Manager shall determine which positions will require such uniforms and may revise and amend such determination at his/her discretion.

Reimbursement shall be made to eligible employees, of an amount not to exceed \$150.00, expended for safety boots that meet the specifications set by the City. The City Manager shall determine which positions are eligible and may revise and amend such determination at his/her discretion.

- (7) Commissioned officers of the Police Department who have received a degree from a four-year college or university will receive \$110.00 per month for a bachelor's degree or \$135.00 per month for a master's degree. The degree must be in Administration of Justice, a related field, or be approved the Department Director and the City Manager. These employees are not eligible for the Tuition Reimbursement program.
- (8) Commissioned members of the Fire Department shall receive education pay of \$25.00 per month for associate's degree or \$50.00 per month for a bachelor's degree or \$75.00 per month for a master's degree in Fire Science from a college or university accredited by an agency recognized by the Kansas Board of Regents and certified as eligible by the Human Resources Department. These employees are not eligible for the Tuition Reimbursement program.
- (9) Airport Police and Fire Officers represented by the Teamsters Union Local #795 shall receive education pay of \$50.00 per month for a bachelor's degree or \$75.00 per month for a master's degree from a college or university accredited by an agency recognized by the Kansas Board of Regents and certified as eligible by the Human Resources Department. These employees are not eligible for the Tuition Reimbursement program.
- (10) Police Department personnel who are assigned to duty requiring regular and frequent aerial flights shall be entitled to Special Duty Pay, not to exceed \$60.00 per pay period in which at least ten (10) flight hours are logged. Special Duty Pay also applies to Police Department personnel who are certified/trained and assigned to bomb duty, clandestine labs, canine or SWAT duty; they shall be compensated \$60.00 per pay period in addition to their regular pay. An employee may receive only one category of Special Duty Pay.
- (11) IAFF-represented Fire Department personnel who are certified as, and members of, the team assigned to Arson Investigation, Haz-Mat or Technical Rescue, will receive an additional \$35.00 per pay period. This provision also applies to Fire Battalion Chiefs who qualify. An employee may receive only one category of Special Duty Pay.
- (12) Airport Police and Fire Officers represented by the Teamsters Union Local #795 shall receive \$35.00 per pay period in addition to their base pay upon satisfactory completion of an accredited Emergency Medical Technician (EMT) course.
- (13) Police Officers who are assigned to Field Training Officer duty shall be entitled to an additional \$1.25 per hour while actually assigned to the training of newly commissioned officers and newly commissioned reserve police officers. This shall occur only during the training cycle or remedial training cycle established for such new officers (or such training cycle as may be approved by the Chief of Police). Police Sergeants who are assigned to a Police Field Training Sergeant duty shall be entitled to an additional \$1.15 per hour while actually assigned to supervise the training of newly commissioned officers and newly commissioned reserve police officers. This pay shall only occur during the training cycle or remedial training cycle established for such new officers (or such Training cycle as may be approved by the Chief of Police).



- (14) FOP-represented employees who opt to take and pass an annual fitness test will receive a \$100.00 bonus for each year in which they pass the test.
- (15) Sports Officials, if City employees, will be paid on a per game basis with pay ranging from \$18.00 to \$60.00 per game. Individual rates depend on the specific sport and/or certification level of the official.
- (16) Shift differential will be paid at a rate of \$0.75 per hour for hours actually worked between 6:00 p.m. and 6:00 a.m. for full-time non-exempt employees represented by the Service Employees' International Union or by Employees' Council.

The following work time will be used to differentiate between shifts for employees in the Fire Department represented by the International Association of Fire fighters:

1 <sup>st</sup> Shift: From	4:00 a.m. to 2:59 p.m.
2 <sup>nd</sup> Shift: From	3:00 p.m. to 9:59 p.m.
3 <sup>rd</sup> Shift: From	10:00 p.m. to 3:59 a.m.

The following work time will be used to differentiate between shifts for employees represented by the Fraternal Order of Police:

1 <sup>st</sup> Shift: From:	6:00 a.m.	To: 10:00 a.m.
2 <sup>nd</sup> Shift: From:	10:00 a.m.	To: 5:00 p.m.
3 <sup>rd</sup> Shift: From:	5:00 p.m.	To: 11:00 pm.
4 <sup>th</sup> Shift: From:	11:00 p.m.	To: 6:00 a.m.

Employees represented by the Fraternal Order of Police shall receive \$0.75 per hour shift differential for 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> shift, in addition to regular wages.

Employees of the Fire Department represented by the International Association of Fire Fighters who work a 40 hour week will receive \$0.15 per hour differential for 2<sup>nd</sup> shift and \$0.25 per hour for 3<sup>rd</sup> shift.

- (17) An employee who is put on standby status shall be compensated at the rate of \$1.00 per hour for every hour on standby status.
- (18) Allowance for travel expenses or for the use of personally owned vehicles may be made by the City Manager; and such other expenses incurred in, and as part of, official City business as shall be authorized and approved by the City Manager. Any subsistence furnished employees shall be deducted from the gross pay in the amount of the equivalent cash value as determined by the City Manager.
- (19) In recognition of long and faithful service the City Manager may approve longevity pay for certain employees in addition to other remuneration received. Such payments may commence upon the completion of six years total accumulative municipal employment, and continue each year thereafter so long as an employee shall remain in the active service of the City. The payment shall be an amount not to exceed \$2.00 times the total years of service, per month, e.g., \$2.00 X 10 years of service = \$20.00 per month payment. For employees with over eleven years accumulative City employment, the payment shall be \$5.00 times the total years of service per month, e.g., \$5.00 X 12 years of service = \$60.00 per month in payment. Refer to the Memorandum of Agreement for longevity pay for Teamsters Union Local #795 (Transit) positions.
- (20) The City Manager may authorize compensation to employees serving in an acting capacity, at the pay range of such position being filled, when such acting capacity is expected to exceed four weeks, or in accordance with approved Memoranda of Agreement with recognized employee organizations.

- (21) If an employee moves into a new classification because of a reclassification, or if an employee receives a pay range reduction, and if the employee's pay is more than the maximum pay in the new range, the employee's pay will be reduced to the maximum for the new pay range, or the employee may, at the discretion of the City Manager, continue to be paid at his/her current rate. Such employees may not receive further merit or cost of living increases until the pay range equals or exceeds the amount paid the employee.

If an employee moves into a higher classification due to a reclassification, and if the employee's pay falls below the minimum of the new range, the employee's pay will be increased to the minimum for the new pay range, or the employee may, at the discretion of the City Manager, continue to be paid at his/her current rate for up to six months following the reclassification.

- b. In addition to the compensation provided for above, there shall be paid to each employee coming within the provisions of the Kansas Workers' Compensation Act during any period of total disability compensable under said Act for a period not exceeding 90 consecutive calendar days from date of injury, his/her net pay less compensation payments received under the provisions of said Act.
- c. The City Manager shall certify the classification and compensation of each employee of the City of Wichita, and any change of classification or compensation of any employee.
- d. The City Manager shall formulate such rules and regulations as shall be necessary to carry out the purposes and intent of this Ordinance, and to establish equitable conditions of employment under the various departments and employees, including all available employee benefits.
- e. The Human Resources Director shall keep permanent records of the certification of classification and payment as is provided for in this Ordinance.
- f. The City Manager is authorized to adjust the scheduled pay ranges for specific positions, in an amount not to exceed 10%, to avoid inequities or address compression issues which may arise. In the event the City Manager exercises this authority to adjust the pay ranges, he/she shall make available to the City Council, upon request, information regarding such adjustment, and such adjustments shall be reflected in future general ordinances establishing position classifications and pay rates.
- g. If the City Manager of the City of Wichita should decide to create a new classification of positions and prescribe payments for such classifications, he/she shall make available a statement of the duties and responsibilities of such classification, together with the proposed compensation for such classification to the City Council upon request.
- h. The City of Wichita is hereby authorized to withhold from the salaries and wages of its employees such sums as they may designate.
- i. Any compensation granted as a bonus or one-time payment to an employee in any retirement plan will not be subject to retirement withholding nor will it be included in the final average salary of a retiring employee.
- j. Nothing in this Section shall be construed in any way to limit the administrative discretion of the City Manager to, within budgetary limits, increase or decrease pay rates of individual positions within the pay ranges prescribed for the position classifications, provided the certification is made to the Human Resources Director as provided herein.

**SECTION 9.** Ordinance No. 49-383 is hereby repealed.

**SECTION 10.** This ordinance shall take effect on December 22, 2012 and be published in the official city newspaper.

ADOPTED at Wichita, Kansas, this 18<sup>th</sup> day of December.

\_\_\_\_\_  
Carl Brewer, Mayor

Attest: \_\_\_\_\_

\_\_\_\_\_  
Karen Sublett, City Clerk

Approved as to form:

\_\_\_\_\_  
Gary E. Rebenstorf, Director of Law